

# Agenda Item Form

Agenda Date: 08/31/04

Districts Affected: N/A

Dept. Head/Contact Information: Mayor & Council, Jim Martinez, (915) 541-4145]

## Type of Agenda Item:

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> Resolution                          | <input type="checkbox"/> Staffing Table Changes   | <input type="checkbox"/> Board Appointments        |
| <input type="checkbox"/> Tax Installment Agreements          | <input type="checkbox"/> Tax Refunds              | <input type="checkbox"/> Donations                 |
| <input type="checkbox"/> RFP/ BID/ Best Value Procurement    | <input type="checkbox"/> Budget Transfer          | <input type="checkbox"/> Item Placed by Citizen    |
| <input type="checkbox"/> Application for Facility Use        | <input type="checkbox"/> Bldg. Permits/Inspection | <input type="checkbox"/> Introduction of Ordinance |
| <input type="checkbox"/> Interlocal Agreements               | <input type="checkbox"/> Contract/Lease Agreement | <input type="checkbox"/> Grant Application         |
| <input checked="" type="checkbox"/> Other <u>Appointment</u> |   |  |

## Funding Source:

- ☒ General Fund
- ☐ Grant (duration of funds: \_\_\_\_\_ Months)
- ☐ Other Source: \_\_\_\_\_

## Legal:

- ☐ Legal Review Required      Attorney Assigned (please scroll down): None      ☐ Approved      ☐ Denied

Timeline Priority: ☒ High      ☐ Medium      ☐ Low      # of days: \_\_\_\_\_

## Why is this item necessary:

To fill the position of City Engineer on a permanent basis

## Explain Costs, including ongoing maintenance and operating expenditures, or Cost Savings:

Salary and benefits

## Statutory or Citizen Concerns:

None anticipated

## Departmental Concerns:

None anticipated

## **MOTION**

August 31, 2004

Motion made, seconded and carried that Patrick (Rick) Connor be appointed City Engineer, effective September 7, 2004 at an annual salary of \$112,000.00, one trip for candidate and spouse to search for housing, moving expenses based on the lowest of three quotes and other negotiated items to be specified later.

Richarda Duffy Momsen  
City Clerk

## **RÉSUMÉ OF RICK CONNER**

### **CONTACT INFORMATION**

[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED] st.net

### **POSITIONS HELD**

Director of Public Works, City of Nashville, Tennessee  
Director of Public Works, City of Bryan, Texas  
City Manager, City of Portland, Texas  
City Manager, City of Marble Falls, Texas  
Director of Public Works, City of San Angelo, Texas  
Director of Engineering & Public Works, City of Kerrville, Texas  
Director of Public Works & Planning, City of Snyder, Texas  
Director of Engineering, City of Paris, Texas

September, 2002 – March, 2004  
October, 1995 - October, 2002  
August, 1991 - October, 1995  
July, 1989 - August, 1991  
January, 1988 - July, 1989  
April, 1986 - January, 1988  
December, 1982 - April, 1986  
July, 1981 - December, 1982

### **EDUCATION**

Enrolled in M.S. Program, Civil Engineering  
B.S. in Civil Engineering (Dean's Honor Roll)  
Enrolled in M.S. Program, Computer Science  
B.S. in Business Administration

University of Missouri, Columbia  
University of Missouri, Columbia  
University of Missouri, Columbia  
University of Missouri, Columbia

### **PROFESSIONAL REGISTRATIONS & AFFILIATIONS**

#### **Registration:**

Professional Engineer, TX , TN  
Registered Land Surveyor, MO (Inactive)  
A - Wastewater Operator, TX  
A - Surface Water Operator, TX  
A - Solid Waste Technician, TX  
Certified Public Works Professional, TX

#### **Memberships:**

ICMA - International City Mgr's Assoc.  
TCMA - Texas City Manager's Assoc.  
AWWA - American Water Works Assoc.  
APWA - American Public Works Assoc.  
WEF - Water Environment Federation  
ITE - Institute of Transportation Engineers

### **PERSONAL INTERESTS & HOBBIES**

Licensed PADI & SSI Open Water Scuba Diving Instructor  
Licensed Single Engine Pilot  
Enjoy scuba diving, racquetball, motorcycling and bicycling

## WORK EXPERIENCE

Director of Public Works, City of Nashville, Tennessee

September, 2002 – March, 2004

As Director of Public Works for the Metropolitan Government of Nashville and Davidson County, I was responsible for preparing and controlling an annual operating budget of over \$90,000,000 and for supervising over five hundred employees. The operations under my control included solid waste (including brush & bulky), recycling, streets, traffic and traffic engineering (including parking), and engineering.

In addition, I: Overcome the inherited previously confrontational relationships with the Downtown Partnership and created a proactive team approach to helping them redevelop the downtown area into a major tourist attraction; Worked with other entities on the East Nashville redevelopment programs to revitalize older neighborhoods and attract commercial investment; Was responsible for the program developed to select, design, and construct over \$20,000,000 of sidewalk improvements per year, for the next thirteen years (totaling \$260,000,000); Reorganized the Engineering Department and Street Department to allow for a totally new Pavement Management system; Supervised the development of the RFP to convert Metro's residential solid waste collection to an automated system; Supervised the negotiation of the completion of the Shelby Street Pedestrian Bridge (\$14,000,000); Began implementing a \$19,000,000 grant to develop an Intelligent Transportation System (ITS) for Nashville; Created a Customer Service department implementing new software (City Works) to process and track work orders allowing us to offer exemplary customer service; Created an Emergency Response Team program to keep traffic moving during minor incidents and aid stranded motorists; And started working with the Dialog in Diversity organization, and others, to break down racial and ethnic barriers in the department.

Director of Public Works, City of Bryan, Texas

October, 1995 - October, 2002

As Director of Public Works for the City of Bryan, I was responsible for preparing and controlling an annual operating budget of approximately \$25,000,000 (with over \$80,000,000 in our five year CIP) and for supervising over two hundred and twenty employees. The operations under my control included water (production & distribution), wastewater (collection & treatment), solid waste (including brush & bulky), recycling, streets, drainage, airport management, engineering, planning & zoning, and building inspection.

In addition, I: Was asked to take charge of Traditions, an eight hundred acre City of Bryan sponsored development of commercial and residential, which also included the Texas A&M official golf course designed by Jack Nicholas, and led the process to completion of all infrastructure; Obtained several grants to enhance the redevelopment of Bryan's downtown and worked with various organizations to create a focused future for the area, including teaming with a major software operations company (Trajen) to locate their facilities in downtown as opposed to a competing industrial/research complex that was working hard to attract them; Won a state Planning Association award for the efforts in producing the Downtown Master Plan; Proactively worked with my counterparts in the adjacent city of College Station and the administrative staff of Texas A&M University, County officials, and rural water corporations to develop a regional water study to determine the source, quantity, quality, and cost of water for the area for the next 100 years; And then, upon completion of the study, worked with the same diverse group to attempt to create a water "wholesaler" to benefit from the economies of scale in providing potable water to each entity for it's own distribution (a significant accomplishment considering the political differences currently existing amongst these entities); Further worked with this group to spearhead legislation creating a Groundwater Conservation District for Brazos and Robertson Counties which was adopted by the legislature and approved by over 80% of the voters in both counties, a most formidable task indeed, and served as Vice President of the Board of Directors; Reduced the number of employees in the Transportation Division from 47 to 30, while increasing productivity (placement of new pavement and repair of potholes) by over 500%; Developed a city wide recycling program; Reduced the number of employees in Water Production, Water Distribution, Wastewater Collection, and Wastewater Treatment from 90 to 81, and yet reduced our response time to customer complaints by approximately 30%; Received an Excellent rating by over 70% of customer base for customer service, as established by an independent international market analysis consulting firm; Provided, shortly after my arrival, for an independent survey to determine the concerns and issues of the Public Works employees, and then completed a follow-up survey

which indicated a truly significant increase in employee satisfaction and trust.

City Manager, City of Portland, Texas

August, 1991 - October, 1995

As City Manager of Portland, I was responsible for preparing and controlling an annual budget of about \$6,000,000 (excluding CIP) and for supervising approximately one hundred employees, including Police, Fire, Public Works, Library, Billing, Finance, Information Technology, and Planning & Zoning.

In addition, I: Worked in cooperation with the General Manager of the County Water District and the Environmental Director of a major local industry, to develop an experimental program to allow the City to deliver digested sludge (2% solids) for the reclamation of over 3,300 acres of totally sterile soil (pH of 13.5) and turn it into a wetlands sanctuary, and worked with these same organizations to develop a regional water reuse facility supplying primary treated effluent as industrial makeup water (we gained some state as well as federal notoriety for the program, even though it was in its infancy); Planned the entire program and then led the presentation before the TxDOT Commission in Austin to request \$9.3 million in discretionary funds for highway improvements in Portland, and received approval within two weeks; Developed the plan, specified and purchased new major equipment and vehicles to implement a new curbside recycling program (reducing the standard waste stream by over 30%); Worked with the local drainage district and a major industry to obtain rectified aerial phonographs (with one foot contour intervals) of the City and its ETJ (with the City's cash outlay being only \$14,000); Applied for and received a S.T.E.P. Grant from TxDOT to purchase and develop Sunset Lake (250 acres between Nueces and Corpus Christi Bays) into a recreational facility and wildlife sanctuary (\$1,800,000); Reorganized several City functions permitting the sale of City real property to provide funds allowing the City and the Gregory-Portland Independent School District to jointly purchase 122 acres for a School and Community Center Complex (ultimate project \$11,000,000), led the drive for a half-cent sales tax increase (4B) to finance it, and received 3 to 1 voter approval, and applied for and received a \$465,000 Parks & Wildlife Grant for the project; Supervised the design and construction of Indian Point Pier (\$1,100,000); Completely restructured the Public Works and Police Departments to allow the elimination of eight positions while increasing services in both Departments; Oversaw the selection and installation of a totally new City wide network (Novell) computer system with Incode software, including handheld computerized meter reading; Worked with the Texas Commission on Fire Prevention to earn the City a new Key Rate which has allowed the lowest insurance rate program available in the State; Initiated a contract with CP&L (the local electric supplier) to handle their collections through our water billing department; Initiated and developed a Quarterly Newsletter for the City; Developed a totally new budget and incentive system allowing genuine operating reductions while providing employees with notable salary bonus opportunities; Served on the Coastal Bend Work Force Planning Committee's Labor Market Sub-Committee (Tech-Prep), the Metropolitan Planning Organization's Technical Advisory Committee, was elected to the Texas State Aquarium's Board of Trustees, the NorthShore Country Club Board of Governors, and acted as the City's Navy League Representative.

City Manager, City of Marble Falls, Texas

July, 1989 - August, 1991

As City Manager of Marble Falls, I was responsible for preparing and controlling an annual budget of about \$3,500,000 (excluding CIP) and supervised approximately fifty employees, covering all facets of the City's operations.

In addition, I: Wrote, and had adopted, a completely new Personnel Manual which contained personnel policies, job descriptions, purchasing policies, and a new pay-for-performance (merit) system; Prepared twenty-four amendments to the City Charter which were overwhelmingly approved by the voters; Worked with the City's financial consultant to sell CO's (\$475,000) for the Commerce Street Project and then coordinated the design and bidding of the project, a mile of concrete street in an industrial area; Helped the Police Chief implement the R-U- O-K system which makes daily checks on approximately fifty shut-ins in the Community; Applied for and received a 100% funding traffic signal synchronization grant; Applied for and received a 100% Parks & Wildlife grant (\$142,000) for a boat launching facility; Applied for and received the number one ranking in both the regional and the State review on a Community Development Block Grant (\$290,000) for water system improvements; Received from the FCC, a new Police radio frequency for separation of City radio communications traffic; Developed a new Franchise Agreement for the City's electrical utility supplier; Reviewed and reported to the Council and School Board

on an application to the Air Control Board by a local industry for discharge of controlled emissions; Worked with the Police Chief and Mayor to get joint financial support with the local school district for a D.A.R.E. Program; And stepped in to lead the negotiations for the City with the LCRA and the TWC to end two and a half years of legal battles in the City's attempt to receive a new NPDES Permit winning the City approximately \$1.5 million in concessions.

Director of Public Works, City of  
San Angelo, Texas

January, 1988 - July, 1989

As the Director of Public Works, I had complete responsibility for approximately 300 employees, prepared and controlled a budget of approximately \$13,000,000 (excluding CIP), and directed the departments of City Farm, Construction Inspection, Engineering, Environmental Control, Equipment Maintenance, Lake Board Operations, Lake Maintenance, Lake Rangers (Police), Street & Bridge, Surveying, Wastewater Collection, Wastewater Treatment, Water Billing & Accounting, Water Distribution, Water Production, and supervised the private contract for Solid Waste Collection and Disposal.

I also had responsibility for, and/or supervised, the following projects and programs: The design, bidding and construction of a nine million gallon prestressed concrete ground storage facility for potable water (\$3,100,000); The placement and start-up of chlorine dioxide feed facilities at our water production plant treating up to 42 MGD; The design and construction of a three million gallon stormwater detention facility (\$45,000); Conception and preliminary design of over five miles of 36" outfall main from the new main liftstation to the treatment plant (\$3,500,000); Review and approval of a proposed expansion of the existing Wastewater Treatment Plant from 8 MGD to 16.3 MGD, including the purchase and development of an additional two sections of land for irrigation application (\$13,000,000); Review and approval of a satellite 0.5 MGD Wastewater Treatment Plant (\$620,000); the initial development of a comprehensive plan for the sewerage of the southern portion of Lake Nasworthy; Finalized the plan to completely reorganize the Water Distribution Department to include more crews at a lower total personnel cost; Set up the initial meeting of all of the necessary parties to establish a Traffic Management Team (TMT) in San Angelo; The construction, with force account labor, of a forty foot span bridge based on H-20 loadings (\$50,000); Served as the Section 7 representative on the Executive Board of the Texas Branch of the Water Pollution Control Federation (now the Water Environment Federation); Served as a Board Member of the Texas State Traffic Management Steering Committee; And all of the routine day to day functions of the Public Works Department.

Director of Engineering & Director of  
Public Works, City of Kerrville, Texas

April, 1986 - January, 1988

As the Public Works Director, I had complete responsibility for preparing and controlling the department's budget, and also: Reorganized the Public Works Department by removing inefficient employees and updating work methods; Wrote a new bid specification package (over 50 pages) to allow the City to privatize its solid waste collection and disposal as well as generate capital to allow future site development (\$550,000 per year), then bid on the package as a Public Works Department and came in as second low bidder out of six bids; Applied for and received an intermediate NPDES Permit, and applied for and received approval for a new NPDES Permit for the most stringent nutrient removal standards for wastewater discharge in the State of Texas at that time (5 BOD, 5 TSS, 1 N, 0.5P), and in conjunction with this, was asked by the City to receive the LCRA Environmental Award presented to the City for its work in obtaining these permits; Negotiated the contract, in conjunction with the City Attorney, for the construction of the new Wastewater Treatment Plant and Interceptor Line, including approving all of the technical requirements of the contract and approving the work of the Engineering Firm proposing the design of the plant and interceptor line (\$6,200,000); Performed all daily duties associated with the operations of Public Works supervising over 40 employees.

As the Director of Engineering, I had complete responsibility for preparing and controlling the department's budget, and for the design, coordination, inspection and audit of the following projects: The paving of four petition streets; The Water Street Program, a major downtown street renovation including traffic signalization; The Lois Street Project, the complete rebuilding of a major arterial to the west side of town (\$68,000); Fifth Street Project, a

1987 Petition project; The Beech Street Park, a CDBG project; The Municipal Auditorium Parking Lot Expansion; Landfill Closure, a project to close out old areas of Landfill; Louise Hayes Park Retaining Wall, a river dam in the Guadalupe River; The Louise Hayes Park Restroom, a park public restroom; The Riverhill Water Projects, consisting of three phases, the first to construct over 3,500 feet of 12" ductile iron pipe, the second to lower an existing 150,000 gallon elevated storage tank by 24 feet and install a piping network with two new 500 gpm pumps, and the third to construct a new 500,000 gallon 104 foot tall standpipe; Creating City's Construction Standards, consisting of developing the City's first set of construction and material standards for streets, water, sewer and other utility construction; Member of the State Traffic Management Team (TMT) Steering Committee, serving with the head of the Texas DPS, heads of the TDHPT, representatives of the Texas A&M Engineering Extension Service, and others to develop a State wide program for TMTs using Kerrville as a highly successful example of coordination of City Traffic Design Engineers, Highway Department Engineers, and City, County, and State Law Enforcement Officials working together to solve local problems; Performed all normal duties required on a day to day basis of the Director of Engineering including reviewing new development plans, acting as the City's Traffic Engineer, Chief Building Official and designer of all in house construction projects.

City Engineer, Director of Public Works, and  
Planning Director, City of Snyder, Texas

December, 1982 - April, 1986

As Director of Public Works, I was responsible for approximately 40 people in all utility areas, as well as preparing annual budgets for 7 Departments totaling over 2.8 million dollars. 7

As City Engineer, I designed, coordinated, inspected and audited the following projects: The 30th Street Project, a major intersection reconstruction in the center of town; Acquired the property, through negotiation, for the expansion of the Line Park Project, approximately 50 acres in the FEMA Floodplain in the center of Town along Deep Creek; Designed and received approval from the National Guard to move approximately 250,000 cubic yards of dirt to realign and widen Deep Creek and make park facilities available; Wrote a complete set of Construction Standards for the City of Snyder (over 250 pages); Submitted plans for and received approval from the TDH to use a new process of disposing of sludge at the Landfill; Received approval for plans submitted to move the Type IV area within the Type I Landfill; Designed a new asphalt storage tank including pump building; Wrote a completely new Zoning Ordinance, the first since 1954, and chaired over 100 work session hours with the City Council leading to its adoption; Wrote a new set of Subdivision Regulations, the first since 1956; Acquired the Right-of-Way and worked with the Highway Department in the design of a 2 mile section of major arterial street connecting the College to the West side of town under an FAU Grant (\$750,000); Initiated a valve location program tying every valve in the City water distribution system to at least 3 permanent markers; Set up a new chemical treatment process at the Water Plant; Applied for and received a new NPDES permit for the Wastewater Treatment Plant; Reviewed and approved numerous Subdivision plats, including utility design plans; Designed streets, water and sewer line extensions throughout the City; Acted as Chief Building Inspector for the City; In conjunction with a consultant, designed a new sewer outfall and raw water supply line replacement in the center of town, and inspected and audited these projects; Helped design, build, and install a completely electronic traffic controller unit, custom constructed in house.

City Engineer, City of Paris, Texas

July, 1981 - December, 1982

Designed, coordinated, inspected, and audited the following projects: Reviewed and coordinated the change of the chemical process used in the potable water treatment system; Designed the replacement of the filter bottoms at the Water Treatment Plant; Designed the mechanical and electrical installation of Pat Mayse Raw Water Pump No. 4; Wrote specifications for, and supervised the debris cleanup of the 1982 tornado under a FEMA contract; Designed 2 major and 11 minor drainage projects; Wrote specifications for and inspected the redistribution of fill material at the City Landfill; Received approval to administrator an EPA Step II Grant for the design of a Wastewater Treatment Plant with an average design flow of 5 MGD and a peak hydraulic flow of 16.9 MGD as well as the replacement and repair of approximately 21 miles of sewer lines including 8 miles of 42" interceptor line, hired 4 in house engineers and 5 support staff, and contracted with two specialty consulting firms for support design (estimated construction cost, \$15,000,000 with an engineering budget of \$1,400,000).